

	RELATIONSHIPS WITH ETHNIC COMMUNITIES AND PRIOR CONSULTATION	CODE ISSUANCE TERM VERSION PAGE	COL-RSE-PR-001 30-10-2021 30-10-2021 1 1 of 14
---	---	---	--

TABLE OF CONTENTS

1. PURPOSE	2
2. SCOPE	2
3. DEFINITIONS	2
3.1 Community	2
3.2 Ethnic Communities	2
3.3 Prior Consultation with Ethnic Communities	2
4. RESPONSIBILITY	3
5. REGULATORY REFERENCES	3
5.1 External	3
5.2 Internal	4
6. DESCRIPTION	5
6.1 PRIOR CONSULTATION	5
6.1.1 WHAT IS IT AND WHEN DOES IT APPLY?	6
6.1.2 HOW TO IDENTIFY THE EXISTENCE OF ETHNIC COMMUNITIES	6
6.1.3 WHO ARE RESPONSIBLE FOR EXECUTING THE PRIOR CONSULTATION PROCESS?	6
6.1.4 INTERVENING PARTIES	7
6.1.5 PARTICIPANTS	7
6.1.6 STAGES OF A PROJECT WITH PRIOR CONSULTATION PROCESS	7
6.2 GUIDELINES FOR THE INCLUSION OF AN ETHNIC DIFFERENTIAL APPROACH IN PREPARING THE ENVIRONMENT STRATEGY, ENVIRONMENT AND RELATIONSHIPS PLAN	9
6.2.1 CHARACTERIZATION OF ETHNIC COMMUNITIES	9
6.2.2 GUIDELINES FOR DIALOGUE WITH ETHNIC COMMUNITIES	9
6.2.3 GUIDELINES FOR EMPLOYING AND ACQUIRING GOODS AND SERVICES FROM MEMBERS OF ETHNIC COMMUNITIES	10
6.2.4 CONFLICT MANAGEMENT GUIDELINES	10
6.2.5 GUIDELINES FOR PROTECTING AND PRESERVING CULTURAL HERITAGE	10
6.2.5.1 ARCHEOLOGICAL MANAGEMENT PLAN	11
6.2.5.1.1 REGISTRATION PHASE	11
6.2.5.1.2 DIAGNOSIS AND PROSPECTION PHASE	11
6.2.5.1.3 ARCHEOLOGICAL MANAGEMENT PLAN APPROVAL PHASE	12
6.2.5.1.4 ARCHEOLOGICAL MANAGEMENT PLAN IMPLEMENTATION PHASE	12
6.2.5.1.5 PUBLIC ARCHEOLOGY PHASE	12
6.2.5.1.6 COMPLETION OF PREVENTIVE ARCHEOLOGY PROGRAM	12
6.3 SOCIOENVIRONMENTAL INVESTMENT WITH A DIFFERENTIAL APPROACH	13
6.3.1 CRITERIA FOR FORMULATING PROJECTS FOR ETHNIC COMMUNITIES	13
6.3.2 EXECUTING PROJECTS WITH ETHNIC COMMUNITIES	13
7. PROCESS MONITORING AND TRACEABILITY	13
8. ANNEXES	14
9. CHANGE CONTROL	14

	RELATIONSHIPS WITH ETHNIC COMMUNITIES AND PRIOR CONSULTATION	CODE ISSUANCE TERM VERSION PAGE	COL-RSE-PR-001 30-10-2021 30-10-2021 1 2 of 14
---	---	---	--

1. PURPOSE

To establish the guidelines and directions for relationships with ethnic communities living in the areas of influence and interest of **Parex Resources Colombia Ltd.'s** (hereinafter PAREX) projects, and the Prior Consultation Process that the Company must implement to carry out its operations in the different oil and gas blocks in the Colombian territory, pursuant to the country's current regulation, policies, procedures and best business practices established by **PAREX**, in order to build harmonious relationships based on respect, compliance with Human Rights, and acting under a differential and fair approach.

2. SCOPE

- I. All PAREX' employees and contractors carrying out activities in the area of influence of Ethnic Communities and/or who may impact, affect, disrupt, interfere in the communities' customs, worldview, sacred sites, others, and/or their daily life, must know, understand and fully comply with this protocol containing the legal framework of Prior Consultation, current regulations in Colombia and PAREX' provisions regarding relationships with these communities.
- II. Establishing the guidelines for including ethnic communities and the different approaches in preparing for the access, feasibility, development, and abandonment strategies of **PAREX'** activities in Colombia.
- III. Defining the approach scope to formulate and execute social investments and compensation in ethnic territories, focused on aligned such projects with the life plans, development plans, sustainable development goals and other guidelines to align the Company's purposes with the Ethnic Communities' culture and interests.

3. DEFINITIONS

3.1 Community

A group of people, families, including ethnic groups, living in the areas of direct or indirect intervention where the Company operates, and who may or may not receive regulatory or voluntary socio-environmental investments made by **PAREX**.

3.2 Ethnic Communities

For **PAREX**, ethnic communities are all the communities defined as ethnic by Colombian law, such as Indigenous People, Afro-descendent Communities, Raizal Communities, Rom or Gipsy Communities.

3.3 Prior Consultation with Ethnic Communities

It is an intercultural dialogue between the Company and ethnic groups, which must guarantee a real participation of such groups, in order to prevent, mitigate, correct and/or compensate the impacts that may be caused by the development of a project. The Prior Consultation process arises as a fundamental right (Sentence SU 039/97) of members of ethnic groups to be able to know and determine the actions to be taken when a project, work or activity is intended to be carried out within their territory.

See: COL-RSE-GU- 004, Guidelines for Prior Consultation with Ethnic Communities.

It is a Fundamental Right. Fundamental Rights are those inherent to the Subject of rights, they protect the subject's fundamental aspects, without which he/she would be denaturalized, diminished or disappear. These rights arise from the mere fact of existing, they prevail over political power and are superior in every sense.

4. RESPONSIBILITY

	RELATIONSHIPS WITH ETHNIC COMMUNITIES AND PRIOR CONSULTATION	CODE ISSUANCE TERM VERSION PAGE	COL-RSE-PR-001 30-10-2021 30-10-2021 1 3 of 14
---	---	---	--

All **PAREX**’ departments are responsible for complying with this Protocol according to its scope; however, the Environment and Communications Vice-President (ECVP) and the Corporate Social Responsibility Manager (CSR) are directly responsible for ensuring its implementation.

PAREX Colombia President and Country Manager: promotes compliance with this Protocol at the Senior Management level of the Company and allocates the necessary resources for a timely and effective management of dialogue, consultation, and engagement with Ethnic Groups.

Environment and Communications Vice-President (ECVP): ensures that its peers within the organization, as well as the group of Managers and Leaders of the Environment and Communications department, lead this process by example.

Corporate Social Responsibility Manager (RSE): implements and oversees the effective performance and legal compliance of communication, participation and concertation strategies and actions and the Prior Consultation process, among others, with **PAREX**’ Ethnic Groups, to facilitate feasibility in the territory and manages the necessary resources to achieve established goals.

Environmental Feasibility and Monitoring Manager: executes and oversees environmental legal compliance in the processes, strategies and activities required for the development and the dissemination of Environmental Impact Assessments (EIA), Environmental Management Plans (EMP), requesting Certification of the presence of Ethnic Groups in the area of influence of the project from the National Prior Consultation Management Authority -DANCP- of the Ministry of the Interior and the review of the polygon area to be intervened and the area of influence, as applicable, either with seismic or in an EIA.

Legal Manager: executes and oversees legal compliance in the analysis process for requesting certification of applicability and opportunity of Prior Consultation carried out by the environmental department, and the conduction of Environmental Impact Assessments, as applicable, either for obtaining licenses or conducting seismic projects.

Geology and Geophysics Manager: studies, analyses, and defines the area of interest where to perform a seismic exploration project or an EIA.

5. REGULATORY REFERENCES

5.1 External

- Political Constitution of Colombia of 1991, *Preamble and Articles* 1, 2, 4, 7, 8, 9, 10, 13, 40, 63, 70, 72, 79, 83, 85, 93, 94, 95, 246, 286, 329 330, 332.
- ILO Convention 169 of 1989: About indigenous and tribal peoples. Law 21 of March 4, 1991
- Law 70 of 1993, which regulates transitory article 55 of the Political Constitution.
- Law 1682 of 2013.
- Decree 1397 of 1996.



RELATIONSHIPS WITH ETHNIC COMMUNITIES AND PRIOR CONSULTATION

CODE	COL-RSE-PR-001
ISSUANCE	30-10-2021
TERM	30-10-2021
VERSION	1
PAGE	4 of 14

- Decree 2820 of 2010.
- Decree 2893 of 2011 -Organizational Structure and Duties of the Ministry of the Interior – Prior Consultation Directorate.
- Decree 3573 of 2011, whereby the National Authority of Environmental Licenses –ANLA– is created and other provisions are set forth.
- Decree 2613 of 2013, whereby the Interinstitutional Coordination Protocol for Prior Consultation is adopted.
- Decree 2333 of 2014, effective protection and legal security of lands and territories ancestrally and/or traditionally occupied or possessed by indigenous peoples. (Pursuant to articles 13 and 14 of Decree 1076 of 2015, Single Regulatory Decree of the Environment and Sustainable Development Sector)
- Decree 1372 of 2018, whereby chapter 4 is added, to regulate the National Space for Prior Consultation of general legislative and administrative measures which may directly affect black, Afro-Colombian, Raizal and Palenque communities, and other provisions are set forth.
- Decree 1500 of 2018, which redefines the ancestral territory of the Arhuaco, Kogui, Wiwa and Kankuamo peoples of the Sierra Nevada de Santa Marta, expressed in the 'Black Line' system of sacred spaces, as a traditional space, of special protection, spiritual, cultural, and environmental value, pursuant to the principles and fundamentals of the Law of Origin, and Law 21 de 1991, and sets forth other provisions.
- Decree 2353 of 2019, whereby the structure of the Ministry of the Interior is modified, and the duties of certain departments are determined.
- Presidential Directive 01 of 2010.
- Presidential Directive 10 of 2013.
- Presidential Directive 08 of 2020.
- Jurisprudence of the Constitutional Court, especially SU – 123 of 2018.

5.2 Internal

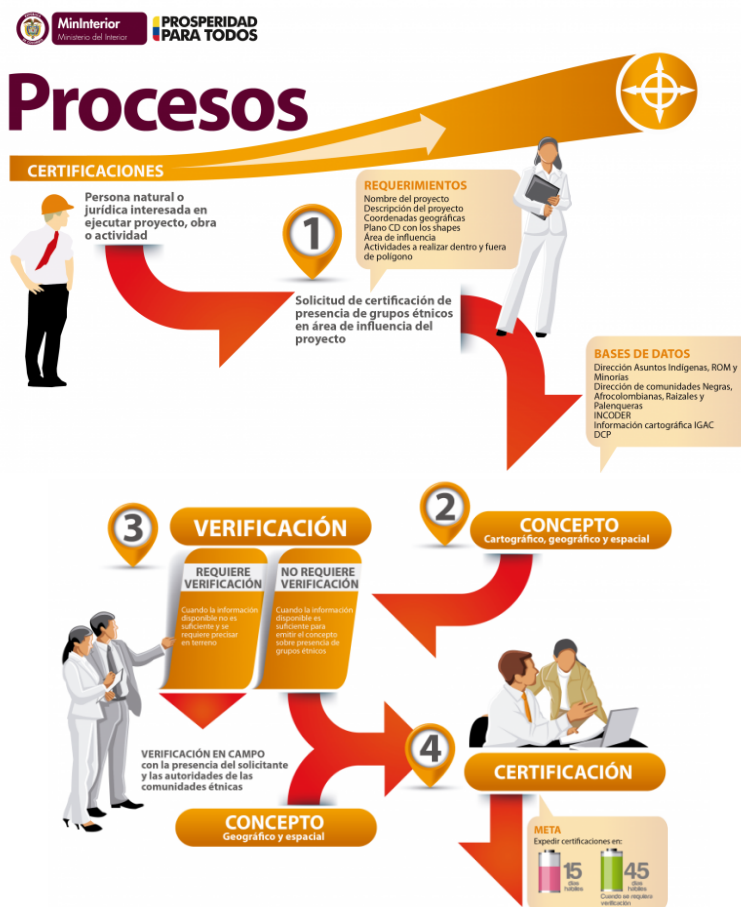
- COL-GRH-RH-OT-002 Corporate Philosophy
- COL-RSE-PO-001 CORPORATE SOCIAL RESPONSIBILITY (RSE) POLICY
- COL-RSE-GU-005 GUIDELINES FOR DIALOGUE, CONSULTATION, RELATIONSHIPS AND INTEGRATION WITH PAREX STAKEHOLDERS. (ANNEX 1: COL-RSE-AN-006 PAREX MATRIX OF DIALOGUE, RELATIONSHIPS AND SOCIAL RESPONSIBILITY -SR- WITH STAKEHOLDERS and ANNEX 2: COL-RSE-AN-007 CONSULTATION AND ACCOUNTABILITY MATRIX)
- COL-RSE-GU-004 GUIDELINES FOR PRIOR CONSULTATION WITH ETHNIC COMMUNITIES
- Prior Consultation does not guarantee the formalization of agreements between **PAREX** and ethnic communities. The lack of agreement does not necessarily constitute a legal impediment for the development of the project, work, or activity. In this case, a *proportionality* test must be applied (**Presidential Directive 10 of 2013** and **Presidential Directive 08 of 2020**).
- The existence of ongoing operations through E&P contracts awarded by the National Hydrocarbons Agency (ANH), exploitation agreements with Ecopetrol or whomever, before the formal constitution (Recognition or Registration) of an *Ethnic Community* does not exonerate **PAREX** from applying the Rights belonging to the collective subjects, as well as the development of Prior Consultations that may be ordered by a judicial authority.

6. DESCRIPTION

For **PAREX**, building trust and long-term relationships with Ethnic Communities is fundamental for the performance of its operations. In its Corporate Social Responsibility Policies RSE COL-RSE-PO-001, the Company states that it ***“adopts Colombian regulations regarding participation of Ethnic Groups, and ensures the respect, inclusion and preservation thereof. It also recognizes and respects diversity and defends nondiscrimination due to gender, sex, beliefs, political and/or philosophical stances”***.

In this sense, the Company maintains a close relationship with Government Institutions in charge of developing, applying and overseeing compliance with public policies for ethnic communities, such as; The Ministry of the Interior (or any entity acting on its behalf), through the National Prior Consultation Management Authority -DANCP-, the National Land Agency – ANT, an entity affiliated to the Ministry of Agriculture and Rural Development, who is in charge of concerting with ethnic communities, through its representative instances, matters related to *collective entitlement, constitution, expansion, sanitation and restructuring indigenous reserves, land acquisition and expropriation, and improvements to provide land to the collective subjects of special protection*, the National Hydrocarbons Agency -ANH, among others.

6.1 Prior Consultation





6.1.1 What is it, and when does it apply?

Prior Consultation process arises as a fundamental right (Sentence SU 039/97) of members of ethnic groups to know and determine the actions to be taken when a project, work or activity is intended to be carried out within their territory. **See: COL-RSE-GU-004, Guidelines for Prior Consultation with Ethnic Communities.**

This participation mechanism is a special and mandatory public process that must be done prior to adopting, deciding, or executing an administrative measure or a public or private project which may directly affect the way of life of national ethnic groups in their territorial, environmental, cultural, spiritual, social, economic and health aspects, and other aspects that affect their ethnic integrity.

6.1.2 How is the existence of Ethnic Communities determined?

PAREX' Environmental Feasibility and Monitoring department is responsible for requesting from the National Prior Consultation Management Authority -DANCP- of the Ministry of the Interior a certification of the presence of Ethnic Groups in the area of influence of the project who may be affected by the execution thereof. This request must be submitted to the corresponding office of the Ministry of the Interior.

6.1.3 Who is responsible for executing the Prior Consultation process?

This is the responsibility of the Corporate Social Responsibility (RSE) department. The Environmental Feasibility and Monitoring department oversees the Environmental Impact Matrix and Assessment when required.

On the one hand, **PAREX** must take an active part in the Prior Consultation process and provide the necessary resources for each process, including a). Defining the salary table, according to the work to be done, b) Food and transport aid amounts. **PAREX** is responsible for providing all the necessary logistics for the development of all the stages of prior consultation.

On the other hand, the Ministry of the Interior defines the way in which the process of each case is carried out. The National Prior Consultation Management Authority of the Ministry of the Interior -DANCP- is the only authority in charge of calling and chairing meetings of the process. Its presence is obligatory.

6.1.4 Intervening parties

- **Ethnic Communities** present in a territory where a project, work and/or activity ("PWA") will be carried out who, by Resolution issued by the National Prior Consultation Management Authority -DANCP- and/or by court order, is deemed likely to be directly affected by the execution of the PWA.
- **PAREX**, legal entity interested in carrying out the Project, work, or activity. Its presence is obligatory.
- **The National Prior Consultation Management Authority of the Ministry of the Interior -DANCP-** is the only authority in charge of calling and chairing meetings of the process (Coordinator). Its presence is compulsory.



RELATIONSHIPS WITH ETHNIC COMMUNITIES AND PRIOR CONSULTATION

CODE	COL-RSE-PR-001
ISSUANCE	30-10-2021
TERM	30-10-2021
VERSION	1
PAGE	7 of 14

6.1.5 Participants

- The competent environmental authority shall take part in the meetings of the Prior Consultation process intended for identifying the impacts and management measures of the projects requiring the issuance of an environmental permit or license.
- Public Ministry (Attorney General's Office, Ombudsman's Office, and Public Prosecutor's Office)
- The authorities or departments that the Department of the National Prior Consultation Management Authority - DANCP- considers it should call upon to discuss special topics.

6.1.6 Stages of a project with Prior Consultation process

- Project structuring – determining the areas of interest
- Verifying applicability of Prior Consultation
- Development of the Prior Consultation process
 - Roadmap concertation and pre-consultation.
 - Opening
 - Impact and measures workshops
 - Agreements
 - Protocolization
- Execution of the project, work, or activity
- Agreement compliance and monitoring

For an effective execution of the Prior Consultation process, please refer to the following document: COL-RSE-GU-004
Guidelines for Prior Consultation with Ethnic Communities

a) Project Structuring:

During this stage, we assess the viability and feasibility of the project in all its components; and we outline its possible area, scope, and activities. Then, in order to include the ethnic variable, which could eventually turn into the need and obligation of conducting a Prior Consultation, the following activities are proposed in chronological order:

- Outlining the possible area of influence of the project.
- Pre-identification and characterization
- Methodological criteria
- Phase One Methodology: determine the existence of ethnic communities (social and technical aspects)
- Phase Two Methodology: sociocultural characterization, spatial location and delimitation of ethnic communities found (sociocultural aspects, social cartography workshop; territorial aspect – sociodemographic– organizational structure, others).

b) Verification, Certification and Approaches

- In this part of the process, the National Prior Consultation Management Authority (DANCP) certifies that there are ethnic communities in the project zone and indicates with which communities a Prior Consultation should be conducted.



RELATIONSHIPS WITH ETHNIC COMMUNITIES AND PRIOR CONSULTATION

CODE	COL-RSE-PR-001
ISSUANCE	30-10-2021
TERM	30-10-2021
VERSION	1
PAGE	8 of 14

- ii. The environmental department of **PAREX** submits the requests for certification, informing the project's area (plan and polygon with coordinates) of the project's activities, logistics and Human Resources that know the project's area, its activities, and the environmental department delegates.
- iii. The payment Prior Consultation activities corresponds to the area of the project, and it is mandatory for the different areas required by the Authority to attend field visits, to support and facilitate the activity.
- iv. The CSR department and the relevant internal areas of **PAREX**, establish the scenarios and methodology for participation and dialogue. They also make arrangements with and approach the communities to carry out the applicable activities.
- v. See implementation details on **COL-RSE-GU-004 Guidelines for Prior Consultation with Ethnic Communities**

c) Development of the Prior Consultation Process

For the execution of the different Prior Consultation stages and processes, the CSR department is supported by an external company. The CSR Leader or Coordinator assigned to the project zone supervises the effective performance of the Prior Consultation actions, as the contract manager, with the respective delegation of the duty.

The CSR Leader or Coordinator assigned to the project zone, and other **PAREX** departments and staff, shall apply at least the following general Prior Consultation scheme, consisting of the following steps:

- I. Coordination and Preparation.
- II. Pre-consultation.
- III. Opening of Prior Consultation.
- IV. Impact Analysis and Identification and Formulation of Management Measures.
- V. Formulating Agreements.
- VI. Protocolization

Furthermore, **PAREX** requests the additional performance of the following activities and/or other ones agreed upon with each community or as required according to the context:

- I. Preparation.
- II. Preparation meeting to agree upon the Methodological Roadmap
- III. Social Cartography and Tours or Validation of Prior Characterizations.
- IV. Preparation meeting between the parties (community-company) to identify impacts and management measures. Impacts at a project level must be related to **PAREX'** Environmental Matrix
- V. Preparation meeting between the parties (community-company) to Formulate Agreements.
- VI. See implementation details on **COL-RSE-GU-004 Guidelines for Prior Consultation with Ethnic Communities**

d) Monitoring agreements

The Ministry of the Interior will invite the communities that were consulted to the monitoring phase. It will summon **PAREX**, control entities, guarantors, local authorities and interested communities by formal writ issued by the Ministry of the Interior through the Prior Consultation Directorate. **PAREX** documents the fulfillment of the agreements generated during the Prior Consultation process.

	<p>RELATIONSHIPS WITH ETHNIC COMMUNITIES AND PRIOR CONSULTATION</p>	<table><tr><td>CODE</td><td>COL-RSE-PR-001</td></tr><tr><td>ISSUANCE</td><td>30-10-2021</td></tr><tr><td>TERM</td><td>30-10-2021</td></tr><tr><td>VERSION</td><td>1</td></tr><tr><td>PAGE</td><td>9 of 14</td></tr></table>	CODE	COL-RSE-PR-001	ISSUANCE	30-10-2021	TERM	30-10-2021	VERSION	1	PAGE	9 of 14
CODE	COL-RSE-PR-001											
ISSUANCE	30-10-2021											
TERM	30-10-2021											
VERSION	1											
PAGE	9 of 14											

6.2 Guidelines for the inclusion of an ethnic differential approach in preparing the environmental strategy and the environmental & relationships plan

The following must be considered for the diagnosis, planning, execution and monitoring of the relationship strategy with ethnic communities present in **PAREX'** areas of interest:

6.2.1 Characterization of Ethnic Communities.

The identification and characterization of Ethnic Communities is the first step to understand the dynamics and visions of the *social, spiritual, cultural, economic, and political* aspects of the said communities, and their way of relating to one another. As part of the Territorial Diagnosis, **spatial delimitation** is the basis to establish the *potential presence of Ethnic Communities* and also to define the Environment Plans, which include relationship-building activities.

The purpose of the characterization is to **know the community enough to analyze this stakeholder as a social and political player in the territory, identifying their expectations**. Part of the process of characterizing and building socioeconomic, cultural, and ethnographic baselines, shall contain at least:

- Photographic and audiovisual evidence, GPS tracks and other relevant supporting documentation.
- Joint and participative preparation of the impact and management measure matrixes within the Prior Consultation process, with the institutional support of the DANCP.

In order to guarantee the identification of all the Ethnic Groups present in the territories, a **Plan for Relationship-Building with Municipal Mayor's Offices** must be established, with biannual meetings to update information about Ethnic Groups registered at each one of these territorial entities.

6.2.2 Guidelines for dialogue with Ethnic Communities.

- **PAREX'** obligatory updates are aimed at Ethnic Communities who are recognized, certified or established by the Ministry of the Interior or any entity acting on its behalf.
- In cases where communities are not registered with the Ministry of the Interior, the Ministry of the Interior will be requested in writing to define their status.
- Relationships with Ethnic Communities are not delegable. **PAREX' Managers** of departments that carry out field activities must define responsible interlocutors with the appropriate skills.
- Environment professionals must guarantee the inclusion of Ethnic Communities in the **Stakeholder Mapping** done in territorial diagnoses defined by the Environmental Management Strategy.
- The legal representatives of the communities must be certified by the Directorate of Indigenous, Rom and Minority Affairs or the Directorate for Black, Afro-Colombian and Palenque Communities of the Ministry of the Interior. The legal representatives are chosen at a meeting as Community Authorities, and communications therewith must be maintained through them.
- The consent of Ethnic Communities is required to involve ethnic organizations in the relationship-building spaces defined with the said communities.
- Works or activities by **PAREX**, and a relationship and communication agenda, shall be agreed upon with the authorities of Ethnic Communities present in the Projects' areas of influence, in order to build, within the framework of an intercultural dialogue, a common language to be able to express the different views of the environment.
- Complaints, suggestions, doubts, and concerns received from the ethnic authorities or the community leaders shall be timely addressed, considering for their receipt, management and response, the conditions of location, connectivity and the use of Spanish language and writing.
- For all contracts to be developed in areas where the presence of Ethnic Communities has been identified, it is necessary to include in service provision contracts, as well as in employment contracts, the Guidelines for coexisting with Ethnic Communities.



RELATIONSHIPS WITH ETHNIC COMMUNITIES AND PRIOR CONSULTATION

CODE	COL-RSE-PR-001
ISSUANCE	30-10-2021
TERM	30-10-2021
VERSION	1
PAGE	10 of 14

6.2.3 Guidelines for employing and acquiring goods and services from members of Ethnic Communities

Employing members of Ethnic Communities as labor must be based on the provisions of the *ILO Convention 169*. The labor employment guidelines contemplated by decree 1668, which refers to activities in the oil and gas industry, must also be considered and/or articulated.

In compliance with the *ILO Convention 169*, **PAREX** guarantees the following:

- Preventing any form of discrimination, ensuring conditions of equality, employment access, equal compensation for equal work, medical assistance, occupational safety and hygiene, all social security benefits, and other legal benefits.
- Equal opportunities and treatment for men and women in the workplace, and protection against sexual harassment, discrimination, and related behaviors.
- Employment contracts will include mechanisms to facilitate intercultural coexistence, so that the interests of **PAREX**, its contractors, and Ethnic Communities are not affected.
- Contracting with Ethnic Communities under conditions of fair competition, quality, price and opportunity, the provision of goods and services according to the needs of the project or operation, and the supply of local goods and services.

6.2.4 Conflict management guidelines.

Designated CSR professionals inform community leaders about the mechanisms to process suggestions, questions, and concerns about the Company's activities, which are contained in the mechanism for dealing with requests in place in the Company.

All **PAREX** employees and contractors who carry out any activities of the project or operation must:

- Inform their respective supervisors or leaders about any conflicts that may arise between them and the communities.
- Comply with prohibitions such as hunting, fishing, capturing animals (native fauna and domestic animals, collecting eggs, wild and crop fruits, forest plants, insects, or beehives).
- Comply with the prohibitions to interfere in the chants, ceremonies, and rituals, and carrying and/or disseminating religious and/or political propaganda, respecting the beliefs, uses and customs of local people.
- Comply with the prohibition to encourage and/or engaging in prostitution.
- And follow all the rules and/or guidelines that have been agreed within the Prior consultation processes, regarding mechanisms for relationship-building and respect for the differences with ethnic communities.

6.2.5 Guidelines for protecting and preserving cultural heritage

In the development of its Exploration and Production projects, **PAREX** uses all its efforts to protect and preserve the cultural heritage of the nation, in compliance with the provisions of Decree 1080 of 2015, Single Regulatory Decree of the Culture Sector, amended in its part VI "Archeological Heritage" by Decree 138 of 2019 and Law Decree 2106 of 2019.

PAREX follows the reference terms for Preventive Archeology Programs established by the Colombian Institute of Anthropology and History – ICANH as provided by Resolution 1337 of 2021, "whereby the reference terms for Preventive Archeology Programs are adopted within the provisions of Decree 1080 of 2015, amended by Decree 138 of 2019 and the archeology data model".

	RELATIONSHIPS WITH ETHNIC COMMUNITIES AND PRIOR CONSULTATION	CODE COL-RSE-PR-001 ISSUANCE 30-10-2021 TERM 30-10-2021 VERSION 1 PAGE 11 of 14
---	---	---

6.2.5.1 Archeological Management Plan

For assessments that require Preventive Archeology Programs, Field Professionals from **PAREX'** Environmental Feasibility and Monitoring department are in charge of protecting the archeological and cultural heritage taking into account the following phases of the Preventive Archeology Programs:

Pre - Design	Alternative Environmental Diagnosis / EIA	Phases of the Preventive Archeology Program				
Design		Registration				Public Archeology
Pre-construction (prior to commencement of works)	Application of Environmental Management Plan		Diagnosis and prospection	Approval of Archeological Management Plan		Public Archeology
Construction or exploitation	Execution of Works				Implementation of Archeological Management Plan	Public Archeology

The phases of Preventive Archeology Programs must be planned and executed in such a way that there is continuity and coherence among them, guaranteeing the protection, preservation, and disclosure of the nation's archeological heritage. For the execution of each phase, we must follow the reference terms for Preventive Archeology Programs, and they are carried out as follows:

6.2.5.1.1 Registration Phase:

A request for registration of a Preventive Archeology Program is submitted to the ICANH by filling in a registration form for Preventive Archeology Programs. This registration is made for the general area of the Project (General Polygon), and for the specific areas that will be intervened with civil works (Specific Polygons). In this phase, the ICANH issues a Resolution approving the registration and whereby the company agrees to complete all the phases of the Preventive Archeology Program.

6.2.5.1.2 Diagnosis and Prospection Phase:

This phase is divided into two stages:

First: an archeological diagnosis document must be submitted to determine, on the one hand, a preliminary archeological zoning of the general polygon and, on the other hand, establish a prospection methodology according to



RELATIONSHIPS WITH ETHNIC COMMUNITIES AND PRIOR CONSULTATION

CODE	COL-RSE-PR-001
ISSUANCE	30-10-2021
TERM	30-10-2021
VERSION	1
PAGE	12 of 14

the region and the Prior archeological research. In this part of the phase, the ICANH shall issue a communication with remarks and/or recommendations about the proposed plan, without a qualification.

Second: It is carried out in the field. The prospection is executed in the specific polygon's area defined for the performance of civil works.

6.2.5.1.3 Archeological Management Plan Approval Phase:

Upon completion of the archeological prospection, an archeological zoning is defined in the specific polygon while certain Archeological Management Measures are established to guarantee the protection and mitigation of damages against the nation's archeological heritage. This information must be submitted to the ICANH, who shall issue a Resolution approving and authorizing the implementation of the Archeological Management Plan.

6.2.5.1.4 Archeological Management Plan Implementation Phase:

This phase must be carried out as approved by the Implementation Resolution issued by the ICANH. Archeological Management Measures include excavation and rescue activities, verification and monitoring activities, and laboratory activities and specialized analyses.

- ***Excavation and rescue activities:***
If, during the prospection phase, archeological findings or contexts are identified, archeological excavations shall be planned to collect the information and material identified at the site. This management measure must be executed prior to the civil works.
- ***Verification and monitoring activities:***
These must be done during civil Works. Any activities requiring land removal or alteration, must be accompanied by an archeology professional, so that the effects on archeological material that may be in the intervened area can be recovered or mitigated
- ***Laboratory activities and specialized analyses:***
When the identified and excavated contexts require so, specialized assessments must be conducted on the land and recovered materials.

6.2.5.1.5 Public Archeology Phase:

This phase must be carried out during the four Prior phases. The purpose of which is to disclose and share the results from interventions on the archeological heritage, as well as to explain concepts such as archeological heritage, legislation, and preventive archeology to the general public.

6.2.5.1.6 Completion of Preventive Archeology Program:

After completing all the phases of the Preventive Archeology Program within the Specific Polygons registered, a final report must be submitted to the ICANH, which shall document the fulfillment of all the obligations undertaken by the program holder.



RELATIONSHIPS WITH ETHNIC COMMUNITIES AND PRIOR CONSULTATION

CODE	COL-RSE-PR-001
ISSUANCE	30-10-2021
TERM	30-10-2021
VERSION	1
PAGE	13 of 14

6.3 SOCIOENVIRONMENTAL INVESTMENT WITH A DIFFERENTIAL APPROACH

The following guidelines are meant to guarantee the inclusion of a differential ethnic approach in the formulation process of socioenvironmental projects and programs for the benefit of communities, in the management of territorial entities with presence of ethnic communities, seeking coherence with their ethnodevelopment plans and the effective participation of communities.

Thus, to plan and formulate these socioenvironmental investment plans, it is imperative:

- Complete a characterization of the ethnic population considering the purpose and the scope of the project and its level of impact on the community must be done.
- Ensure the inclusion of the differential ethnic approach, considering their interests, materiality, and collective purposes, when projects are carried out in municipalities with a significant or majority indigenous population.
- For every project to have an agreement with the community as a whole, using participative mechanisms and having evidence of acceptance of the agreed-upon projects.

6.3.1 Criteria to formulate projects for Ethnic Communities.

Socioenvironmental investment projects and Community Benefit Programs (CBP) with a differential ethnic approach should:

- Contribute to the construction of ethnodevelopment plans for the communities, life plans, or other relevant plans.
- Carry out activities that contribute to achieving the purposes of ethnodevelopment plans (Life Plans) or, in their absence, that are aligned with their traditional customs.
- Be agreed upon, elected through participative mechanisms, and consolidate the identities of ethnic communities, such as:
 - Their languages, forms of government and their right to exercise their own law and special jurisdiction
 - Traditional practices of economic, social, and cultural development
 - Land and property (purchase, expansion, and collective use of their territories)
 - Ethnoeducation, traditional medicine and intellectual property rights over ancestral knowledge.

Note: Notwithstanding the agreements and practices set forth herein, relationships with ethnic communities shall not affect or discriminate the rights of non-ethnic communities.

6.3.2 Executing Projects with Ethnic Communities.

When conducting a socioenvironmental investment Project with ethnic communities, it shall be done under the Social Management Plans and in compliance with the Social Responsibility Policy; and these may be executed through agreements, following the procedures established by the Company for the execution of social investment projects.

7. PROCESS MONITORING AND TRACEABILITY

To ensure the compliance and progress of the process, the following supporting documentation and internal reports are required:

- Process progress S curve (*It is integrated in annex 1. Prior Consultation Monitoring Chart*)
- Report of Agreements Made by Methodological Roadmaps: Advisors and Logistics,
- Compensation agreement strategy (If any)
- Monitoring and progress chart by community/phase of each process
- Project budget execution control



RELATIONSHIPS WITH ETHNIC COMMUNITIES AND PRIOR CONSULTATION

CODE	COL-RSE-PR-001
ISSUANCE	30-10-2021
TERM	30-10-2021
VERSION	1
PAGE	14 of 14

- Prior Consultation Monitoring Chart

8. ANNEXES

- Annex 1. COL-RSE-FT-026 Prior Consultation Monitoring Report
- Annex 2. COL-RSE-FT-027 Prior Consultation Monitoring Chart
- Annex 3. COL-RSE-FT-028 Impact and Management Measure Matrix

9. CHANGE CONTROL

Version	Date	Changes Made
1	30-10-2021	Document issuance

Daniel Ballén / Diego Montealegre	Jaqueline Tarazona	Sandra Rodríguez
Corporate Social Responsibility (CSR) Leader CSR Regional Coordinator	Corporate Social Responsibility (CSR) Manager	Environment and Communications Vice-President
PREPARED BY	REVIEWED BY	APPROVED BY